

<p>AFA wins: Which pay & work rules apply until a combined contract is negotiated/ratified?</p>	<p>DAL FAs will continue to work under the Delta Policy Manual. (DAL FAs will not pay dues until a contract is ratified by a majority of DAL/NWA FAs)</p>	<p>NWA FAs will continue to work under their current Collective Bargaining Agreement (CBA).</p>
<p>LOD Program</p>	<p>YES (\$1.35 per flight hour) Language Proficiency Test Required</p>	<p>YES (new program to NWA & no premium pay due to concessionary contract negotiated in bankruptcy) Language Proficiency Test Required</p>
<p>Split Line Program</p>	<p>NO (similar to "Auxiliary Program" that was discontinued by DAL management)</p>	<p>YES (applicable months & number of flying lines determined by Company @ 40:00/month)</p>
<p>(DAL) "Over 8:00 Turns" (NWA) "High Value Turns"</p>	<p>YES</p>	<p>YES (a single on-duty period scheduled or rescheduled at more than 8:00 originating & terminating at FA's base)</p>
<p>Upward Adjustments To Flying Schedule</p>	<p>No cap on hours that can be flown in a month.</p>	<p>No cap on hours that can be flown in a month.</p>
<p>Downward Adjustments To Flying Schedule</p>	<p>Must fly a minimum of 540 hours/year to qualify for company-subsidized health insurance benefits & PPT for the following year.</p>	<p>Can drop to "0" hours in any month at no additional cost or loss of company-subsidized insurance benefits for the following year.</p>
<p>Personal Employment Files</p>	<p>Records or correspondence of a derogatory nature stay in the FA's file for the duration of their employment at Delta.</p>	<p>Records or correspondence of a derogatory nature shall be removed at the FA's request after 2 years (if nothing of a similar nature has occurred during that time period). All items removed must be returned to FA.</p>
<p>Health Insurance Costs</p>	<p>Terms can change each year. No cap on premiums costs. All costs/coverage determined by Delta. \$5 million lifetime cap on medical benefits. Prescription Drug Coverage: (Four Tiers) Tier 1 - \$10 Tier 2 - 25% of cost, \$30 min/\$75 max Tier 3 - 25% of cost, \$50 min/\$125 max Tier 4 - 25% of cost, \$100 min/\$200 max Mandated "generic or pay the cost difference" program</p>	<p>Terms are set out in contract, won't change during duration of contract. 7% cap/year on increases in premiums costs. No lifetime cap on medical benefits. Prescription Drug Coverage: (Three Tiers) Generic - \$15 Preferred Brand - \$30 Non-preferred Brand - \$45 Mail order - 90 days for the cost of 75 days</p>
<p>Retiree Health Insurance Cost/Month</p>	<p>Gold - \$582 (per person) Silver - \$508 (per person)</p>	<p>\$182 (FA) \$391 (FA + Spouse)</p>
<p>Disciplinary Matters</p>	<p>DAL FAs do not have a contract at this time, therefore they are not entitled to legal representation under the Railway Labor Act. Their only recourse is to appeal a decision of management via "CRP" (Review Board comprised of employees & management).</p>	<p>Because NWA FAs have a Collective Bargaining Agreement (CBA), they are entitled to legal representation under the Railway Labor Act.</p>